

DD/A Registry

83-0269

## ROUTING AND RECORD SHEET

SUBJECT: (Optional)

FROM:

Director of Data Processing  
2D00 HQS

EXTENSION

NO.

ODP 83-149

DATE

26 JAN 1983

TO: (Officer designation, room number, and building)

DATE

RECEIVED

FORWARDED

OFFICER'S  
INITIALS

COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)

1.

EO/DDA  
7D18 Hq

26 JAN 1983

26 JAN 1983

✓

2.

ADDA  
7D18 Hq

31 JAN 1983

2

3.

DDA  
7D18 Hq

26 JAN 1983

2

4.

5.

6.

7.

8.

9.

10.

11.

12.

13.

14.

15.

100-3

STAT  
STAT

DD/A Registry

83-0269

ODP 83-149

26 JAN 1983

MEMORANDUM FOR: Deputy Director for Administration

FROM:

Director of Data Processing

STAT

SUBJECT: Liabilities, Vulnerabilities, and the Like

1. You asked that we comment upon the agenda items put forward to the DCI for the 18 January 1983 meeting on the subject. Here goes.

2. The human side of our organization appears to be in desperate need of attention. Personnel management is done without understanding the specific skill needs of the DA. Recruitment follows a pattern established in the 1950's of acquiring Liberal Arts graduates to fill DO requirements while the skills needed in an increasingly technologic world go unfunded because we look in the wrong places. Perhaps the recruiting, or input side, of our human factors needs to be completely reexamined.

3. We continue to get good quality people but seem to believe that bonding to the organization must follow a pattern which resembles a lifetime career. While it is difficult to assess the long-term impact of the current recession, we probably would be better as an organization to adjust our views to a real attrition rate of about 10 percent a year. If we recruit accordingly, design jobs accordingly, and have an Agency idea of where we are going and what we expect of people, then we will automatically pass out responsibilities earlier which in turn will engender greater involvement and bonding to the organization.

4. Internal communications is always a problem in an organization. We can do it well if we encourage office-level newsletters and communications and if we encourage visibility on the part of senior officers.

SUBJECT: Liabilities, Vulnerabilities, and the Like

5. A last comment--we keep revisiting the question of information handling. The Agency has rejected a monolithic structure, probably wisely. If that marvelous group of sagacious and salacious monks known as the EXCOM can determine what general goals they desire for the Agency in this field, and are prepared to pay the price, the DA with some assistance from IMS and ASG can provide the framework and the engine power.



STAT